

DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
1411 JEFFERSON DAVIS HIGHWAY
ARLINGTON, VA 22202-3231

NGB-ARZ-T

23 July 2002

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: 2002 Title 10 Active Guard/Reserve (AGR) Sergeant First Class
Promotion Board Results

1. Reference memorandum, NGB-ARZ-T, dated 12 February 2002, Subject: 2002 Title 10 AGR Enlisted Promotion Board.
2. The 2002 Title 10 AGR MSG promotion board concluded 10 July 2002 at Jefferson Plaza 1, Arlington, Virginia, and considered all eligible Title 10 soldiers for promotion. The following information is provided:
 - a. Enclosure #1 - SFC Promotion Board Guidance
 - b. Enclosure #2 - Demographic Report and Voting sheet examples
 - c. Enclosure #3 – Sergeant First Class Promotion List
3. The Sergeant First Class Promotion Board considered 54 Staff Sergeants, ranked highest-to-lowest (highest point total to the lowest) by Primary Military Occupational Specialty (PMOS).
4. Promotions are based upon the needs of the service and total promotion points awarded.
5. Additional promotion opportunities may become available, during the term of this promotion list, based upon eligibility and availability, per NGR 600-200, Chapter 11. Placement on the list, as well as the order in which a soldier is listed should not be construed as an immediate potential for promotion. Soldiers assigned a sequence number will also be given an approximate effective promotion date, usually corresponding to the promotion list release date. All soldiers given a sequence number must be in a promotable status to be promoted. Those given a sequence number and are not in a promotable status will not be promoted until they are in a promotable status, per NGR 600-200, Chapter 11.

NGB-ARZ-T

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Promotion Board Results

6. Points of contact are:

a. Chief, Enlisted Staff Management, Title 10 SGM RG Halliday, DSN: 327-1405; COMM: 703-607-1405, FAX: 703 607-5972; the e-mail address is robert.halliday@ngb.army.mil.

b. Enlisted policy, SGM Frank Yoakum, DSN 327-3446; COMM: 703-607-3446; FAX 607-5913; e-mail: frank.yoakum@ngb.army.mil.

FOR THE CHIEF, NATIONAL GUARD BUREAU:

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as

//////////signed//////////
MICHAEL K. JOHNSON
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Office

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Guidance for 2002 Army National Guard Title 10 Active Guard Reserve
Sergeant First Class Promotion Board

1. General.

a. Consider soldiers for promotion as prescribed by NGR 600-200, chapter 11, to recommend the noncommissioned officers required to meet the needs of the Army National Guard in the grade of sergeant first class.

b. In determining whether noncommissioned officers under consideration are qualified for promotion, the board should satisfy itself that the noncommissioned officers are qualified professionally and morally, have demonstrated integrity, are physically fit, and are capable of performing duties expected of noncommissioned officers in the grade of sergeant first class, with increased positions of responsibility for assignment world-wide. Selection is not intended as a reward for past performance, but specifically to recognize soldiers with the best potential.

c. An isolated example of excellence or mediocrity should not be used as a sole determinant for promotion selection or non-selection. However, non-selection may properly be based on a major disciplinary action or significant professional failure such as relief, for cause, demonstrated cowardice, lack of integrity, or moral turpitude.

2. The Noncommissioned Officer Evaluation Reporting System.

a. This system is designed to measure and report a soldier's job knowledge, duty performance, and potential. The system has always consisted of two parts, the Rater and Senior Rater evaluations.

b. The Noncommissioned Officer Evaluation Report (NCOER) is used to evaluate a noncommissioned officer's duty performance during a given period of time for a specific job and provides an estimate of potential. Examine each evaluation report in the file carefully. Particular attention should be given to the bullet comments. It is within the bullet comments that patterns of strengths and weaknesses over a period of time should appear.

(1) When evaluating the soldier's file, consider the length of time covered by each report and the consistency of ratings over time.

(2) Although all parts of the evaluation report are significant, pay particular attention to:

(a) The scope and degree of responsibility in terms of resources, people, facilities and dollars managed as outlined in the job description.

(b) Trends in professional ability and performance with special emphasis on the specifics of performance as they relate to the soldier's MOS and duty description. You should also consider tactical and technical proficiency and the

soldier's ability to communicate effectively.

(c) Specific potential recommendations by the rating officials.

(3) Review the NCOERs carefully. Study in detail the bullet comments to validate the rater and senior rater block marks. It is your responsibility to determine if the bullets fully justify the particular block that has been checked. A justified success rating (meets standard) indicates that the noncommissioned officer meets the standard of the grade. Excellence ratings should be accompanied by substantiated incidents or explanation in the bullet comments. Another very important area of evaluation to consider is the soldier's Academic Evaluation Report (AER), DA Form 1059, for NCOES courses. Special attention should be given to soldiers who received superior ratings as this indicates they have demonstrated an ability that is significantly above the established standard.

3. Overall Performance: An evaluation of demonstrated professionalism and potential for future service cannot be measured without a complete and objective review of each individual's entire background. Consider the following areas carefully:

a. Level of responsibility. Noncommissioned officers who perform well in tough, high-risk, demanding jobs have demonstrated promotion potential. Keep in mind there are jobs that require a tremendous amount of management skill, asset accountability and fiscal responsibility with few or, in some instances, no subordinate personnel to supervise. These instances should not be a detriment in evaluating a soldier's overall potential. A soldier's level of responsibility should be a multiplier in an overall evaluation of performance.

b. Trends in efficiency. Consider upward or downward trends in efficiency in light of the degree of experience or level of responsibility. Junior noncommissioned officers can be expected to make honest mistakes from which they learn and improve their performance. The manner of performance in more recent years should take precedence over performance in earlier years.

c. Military Education.

(1) Staff sergeants must be graduates of the Non-commissioned Officer Basic Course before they may be promoted to Sergeant First Class. A copy of the DA Form 1059 or other documents must be included in the packet. Selectees who are neither graduates of nor enrolled in the required NCOES course or courses must apply within a stated period after announcement of the results of this board. This is a non-waivable requirement for all enlisted soldiers that became effective 1 October 1992.

(2) Resident Active Component or Reserve Component as well as nonresident completion of any military schools are generally equivalent. While it is recognized that the resident students have enjoyed the professional benefits of seminars, guest speakers, and association with their peers, it should also be

recognized that the soldiers who, on their own initiative, have completed nonresident or corresponding studies courses have also demonstrated dedication, commitment, and motivation. This is one half of one of the three Army pillars of leader development, self-development.

d. Civilian Education. The other half of the self development pillar, civilian education above the high school level, concurrent with military duty, is indicative of dedication to self-improvement, effective time management, and is in keeping with total Army goals for noncommissioned officers. The Army, and Army National Guard, goal is for noncommissioned officers to have an associates degree by the time they make sergeant major. Many soldiers set their goals on a baccalaureate degree and may not receive an associate degree. Either course of action is focused on the goal, and is shown by the soldier's efforts to improve through post-secondary work. Soldiers may choose from a variety of means to attend classes or the nontraditional evaluation available through Education Services Officers and Education Centers, many of which offer Army and Army National Guard incentives as well as the Montgomery GI Bill to help them achieve their objectives. Although progress toward the goal is desirable, it is neither required for selection nor promotion to master sergeant.

e. Professional Values. Throughout the selection process, consider the soldiers' demonstration of the professional Army ethic and its supporting values: loyalty, duty, respect, selfless service, honor, integrity and personal courage. These values that make up the ethic, coupled with courage, candor, competence, commitment, and compassion, form the bedrock of the military profession. You should favorably consider noncommissioned officers whose performance reflects a commitment to and internalization of these values.

4. Scope and Variety of Assignments: Consider the type of assignments the noncommissioned officers have held. The essence of effective performance as noncommissioned officers is the application of sound leadership and management capabilities. You should, therefore, examine each candidate's past performance in all types of leadership positions.

a. Pay particular attention to selection of individuals who have demonstrated their suitability for positions of responsibility at the highest levels of command and whose performances have been consistently outstanding in a variety of assignments. Consider tactical and technical proficiency, communication skills, and administrative ability.

b. A variety of assignments at different levels is important. Consider the assignments the soldier has had in comparison, with the degree of responsibility held. You must note, however, that in many cases the soldier has little, if any, control over the type of assignment he or she receives. Also, certain MOSs have a tendency to place a soldier in a field of specialization which at times can lessen one's supervisory opportunity. There also are other restrictions based on geographical (distribution of units) and full-time employment assignment limitations for AGR soldiers and military technicians. Once soldiers enter the

Title 10 AGR Program, they also have fewer opportunities to serve in troop assignments and are often bound to headquarters units. Variety then comes through reassignment to any of a number of other available jobs in which the soldier can become more experienced.

c. It is essential that the Army have noncommissioned officers who are outstanding troop leaders. It is equally important to have noncommissioned officers who can provide leadership in the specialty areas and supporting staffs and agencies, many with highly technical missions. The board must select the best noncommissioned officers and, in its process, recognize that various jobs require different strengths, techniques and background experience.

d. Carefully consider the soldier's manner of performance in the following areas:

(1) Team leader, squad leader or section chief: Duty at the first level of leadership is one of the most professionally and personally rewarding challenges required of a noncommissioned officer. Successful completion of these duties is indicative of the soldier's exceptional capability for higher levels of responsibilities and authority. Again, because of geographical and organizational structure concerns beyond the soldiers' control, as well as the restrictions of serving in the Title 10 AGR Program, this type of duty may not have been available. In these cases, NOCIC of sections, units or teams in headquarters elements are frequently the challenges sought in lieu of squad or comparable size unit leadership assignments.

(2) Specialized and additional duties: Special duty or detail to additional duties such as Drill Sergeant, additional duty Retention NCO, unit sponsor team, Color Guard, and other similarly demanding duties should receive your special attention. Successful performance of these duties at this grade shows the soldier's potential. Board members must be aware that many soldiers in this category may not have had the opportunity for recent experience in more traditional leadership positions.

5. Derogatory Information:

a. Significance. The weight to be given derogatory information must be determined by the collective judgment of the board. Care must be taken not to unduly penalize noncommissioned officers who have had early exposure to heavy responsibilities and the inherent opportunity to make mistakes through honest but misjudged effort. Little consideration should be given to comments of derogatory nature, particularly non-judicial punishment for minor offenses, which are later followed by continuous outstanding performance of duty. Unproved allegations or court-martials, in which the individual has been exonerated or found not guilty, will not be considered.

b. Articles 15. Non-judicial punishment (NJP) proceedings under Article 15, UCMJ, or comparable state laws enable commanders to maintain good order and discipline by disposing of minor offenses quickly and fairly. The primary purpose of non-judicial punishment is to provide a method for commanders to

determine what happened and to correct minor offenders with fair punishments while preserving rehabilitative potential. Punishment under Article 15, early in a soldier's career (SPC or CPL and below with less than three years service) should not be considered in deliberations.

c. The Army Alcohol and Drug Abuse Prevention and Control Program (ADAPCP). The basic goal of ADAPCP is the restoration to effective and reliable service of all individuals with problems attributable to alcohol and other drugs.

(1) When a soldier's record reflects adverse information associated solely with a past problem involving alcohol or other drugs and the individual has been rehabilitated and restored to full duty status, the soldier's attitude, work efficiency, and potential for continued effective service will be the basis for judgment.

(2) Noncommissioned officers who cannot or will not respond to drug or alcohol treatment and rehabilitation programs after a reasonable period of time should not be selected.

d. Assignment limitations or training disqualification such as airborne training, or nuclear and chemical assignment disqualification per AR 50-5 or 50-6 These should not, in and of themselves, be used as criteria for selection or non-selection. However, the actions which led to the limitation or disqualification may be appropriate for consideration.

6. Physical Conditioning and Body Composition. Army policy requires that every soldier be physically fit regardless of age or duty assignment. Body composition and physical appearance are important indicators of a noncommissioned officer's physical fitness. Accordingly, consider general physical condition and compliance with the Army body composition policies of AR 40-501 and AR 600-9 as well as physical fitness per AR 350-41, chapter 9, in evaluating the individual's potential for selection.

7. Physical Profiles. Recognize that retention has been granted to NCOs with certain medical conditions and that some soldiers have partial disabilities which are the result of disease, wound, or injury that do not interfere with the individual's performance of duty. The fact that a soldier has been found fit to remain in an active status indicates that the individual possesses the minimum medical qualifications required for assignment to any position in line with the military occupational specialty and profile limitations. If specific questions arise regarding medical standards of fitness, Boards Branch will obtain an opinion from the Army National Guard Surgeon's Office.

8. Photographs. Official photographs are valid for five years and are not authorized more frequently except for grade or significant appearance changes. The lack of an organizational shoulder sleeve insignia or distinctive unit insignia (unit crest), or both, should not be considered negatively. With some exceptions, newly authorized units and other federal agencies are not authorized these insignia items. Army policy currently allows for full-length black and white or color photographs (4" x 10") as well as the new digital photographs (4" x 6") which are in color.

9. Record Review. Thoroughly review all documents in the packets. Because the records are maintained by many different headquarters with variations in records maintenance policies, the same information may not be found on each NCO's DA Form 2-1, DA Form 2 or 2A, or SIDPERS-ARNG PQR.

10. Minority and Female Soldiers.

a. The Army is firmly committed to a plan of equal opportunity for minority group members and female noncommissioned officers in all facets of their career development, utilization, and progression.

b. In evaluating the records of minority group members and female soldiers, the board should be aware that past personal and institutional discrimination may have operated to the disadvantage of some minority group members and female soldiers.

c. As directed by HQDA, some female noncommissioned officers may have been reclassified as a result of the Army's utilization policies in AR 600-13, the Direct Combat Probability Coding (DCPC) process, and should not be penalized as a result of that action. Much of a female noncommissioned officer's ability to gain assignment, hence selection, is limited to the types of positions and units in which she may serve. Recent changes to Army policies have significantly increased the number and range of positions to which female soldiers may be assigned. Therefore, they will be considered fully, fairly, and impartially as equals in their MOSs and career fields without regard to the types of units or positions to which they might be assigned. When identified for promotion, they will be assigned to positions for which they are eligible and available.

d. The goal of the board is to achieve a percentage of selection for all gender, and race and ethnic designator categories comparable to the selection rate for the total population in the zone of consideration.

e. Prior to adjournment, the board must review the extent to which these goals are met. Deviations from the goal must be fully justified in the after action report.

11. Marital Status and Participation of Spouse. Selection boards are prohibited from considering the marital status of noncommissioned officers or the activities of their spouses as discriminators for selection. Your decisions, therefore, cannot be affected by a spouse's decision regarding employment or participation of spouses in military or community activities. In this respect, you must disregard any reference to these factors in NCOERs or other documents you review.

TITLE 10
SERGEANT FIRST CLASS
PROMOTION LIST DEMOGRAPHICS
23 July 2002

1. 54 eligible Staff Sergeants Title 10 Active Guard/Reserve (AGR) soldiers were boarded for promotion to Sergeant First Class during the 2002 promotion cycle.

2. Promotions are based upon a minimum promotion point total of 700. Which corresponds to 21 promotions to Sergeant First Class. This is a 39% promotion rate.

08 promotions for female soldiers	38%
13 promotions for males soldiers	62%
17 promotions for Caucasian soldiers	81%
04 promotions for Black soldiers	19%

38 males were boarded, 13 were promoted for 34% promotion rate

16 females were boarded, 8 were promoted for a 50% promotion rate

38 Caucasian soldiers were boarded, 17 promoted for a 45% promotion rate

15 Black soldiers were boarded, 4 promoted for a 27% promotion rate

1 Other soldier was boarded, none promoted for a 0% promotion rate

3. Promotions in the following PMOS:

11B	2
71L	4
73C	1
74B	1
75H	4
91W	1
92A	1
92Y	1
93P	6

SFC Title 10 Enlisted Promotion Board

Member Vote Sheet

24-27 June 2002

MILITARY APPEARANCE and BEARING: Fitness for duty considering the standards of Army Regulation 600-9 and overall military appearance.

Performance Points: Allowed 0 - 3 Awarded _____

Potential Points: Allowed NONE Awarded N/A

RESPONSIBILITY and ACCOUNTABILITY: Has he/she been responsible? Trustworthy? Soldier's stewardship of resources (personnel, equipment, etc.)

Performance Points: Allowed 0 – 5 Awarded _____

Potential Points: Allowed 0 – 6 Awarded _____

LEADERSHIP: Served in all primary leadership positions of greater responsibility, (i.e. section sergeant, platoon sergeant)

Performance Points: Allowed 0 – 7 Awarded _____

Potential Points: Allowed 0 – 14 Awarded _____

COMMUNICATION SKILLS: Soldier's ability to get along with others, personal Relationships, no rank restrictions to perform his/her mission

Performance Points: Allowed 0 – 4 Awarded _____

Potential Points: Allowed 0 – 6 Awarded _____

PROFESSIONAL ATTRIBUTES: Level of commitment to ethical and moral standards of service to the Nation

Performance Points: Allowed 0 – 4 Awarded _____

Potential Points: Allowed 0 – 6 Awarded _____

SFC Title 10 Enlisted Promotion Board

Member Vote Sheet

24-27 June 2002

INITIATIVE: Soldier's improvement to civilian education, military schools, assignments and no status quo

Performance Points: Allowed 0 - 5 Awarded _____

Potential Points: Allowed 0 -6 Awarded _____

TECHNICAL and TACTICAL PROFICIENCY: Performance in various assignments throughout period of service

Performance Points: Allowed 0 – 15 Awarded _____

Potential Points: Allowed 0 – 7 Awarded _____

APPLICANT NAME/SSN : _____

TOTAL POINTS: _____

VOTING MEMBER: _____ **SSN:** _____

2002 TITLE 10 AGR
SERGEANT FIRST CLASS
PROMOTION LIST
23 July 2002

NAME	RANK	CPMOS	TOTAL PTS	SEQ #
GROSS, MATTHEW A.	SSG	11B	803	1
BERGER, ANDREW E.	SSG	11B	753	8
HALEY, TROY	SSG	11B	683	
BARRETT, JOSEPH	SSG	12B	670	
LANGLEY, JOHN	SSG	13E	654	
MCGRAW, CHAD	SSG	18D	683	
BRAYMEN, GAIL	SSG	46R	599	
KEGLEY, TONY	SSG	63B	694	
SNODGRASS, RICHARD	SSG	67G	592	
RODRIGUEZ, BIENVENIDO	SSG	68J	688	
JENKINS, THERESA	SSG	71L	781	4
BRIGHT, DEBRA	SSG	71L	750	9
JOHNSON, JENNIFER A	SSG	71L	714	17
JOHNSON, DEENA E.	SSG	71L	700	20
THOMAS, MICHAEL	SSG	71L	687	
BARBER, VIRGILE	SSG	71L	671	
REXRODE, GARY	SSG	71L	644	
ARTIS, JOHN	SSG	71L	626	
SAMANIEGO, RAY	SSG	71L	623	
ELLIS, ROHAN	SSG	71L	611	
SMITH, RONALD	SSG	71L	585	
EVANS, CYNTHIA A.	SSG	71L	553	
MOUBRAY, GARRY L.	SSG	71L	479	
RASE, WILLIAM M.	SSG	71L	308	
WEST, CARLTON	SSG	71L	286	
DONOVANT, RONNIE	SSG	71L	254	
HELLE, VERONICA	SSG	73C	747	10
PRETLOW, HASSANA	SSG	73C	634	
REPROGLE, PAUL S.	SSG	74B	722	15
WILLOUGHBY, SEAN	SSG	74B	663	
FORRY, JOHN	SSG	74B	629	
HAMILTON, BRYAN	SSG	74B	330	
LIPE, ROBERT E.	SSG	74B	297	

2002 TITLE 10 AGR
SERGEANT FIRST CLASS
PROMOTION LIST
23 July 2002

NAME	RANK	CPMOS	TOTAL PTS	SEQ #
WHITED, SHAWN E.	SSG	75H	802	2
SALTER, LORI A	SSG	75H	767	5
LAWSON, RICHARD	SSG	75H	711	18
LASSWELL, ANTHONY	SSG	75H	700	21
HANDY, DENISE	SSG	75H	687	
BROOKS-EDWARDS, TAMMY	SSG	75H	671	
MORRILL, KAREN	SSG	75H	640	
CHAMBLISS, STEPHANIE	SSG	75H	636	
MCCRAY, BORCHIA L.	SSG	75H	525	
TAYLOR, GEORGE	SSG	91B	704	19
SNYDER, TAMMY L.	SSG	92A	765	6
CALLAHAN, JOHN L	SSG	92Y	764	7
WESSON, DERWIN	SSG	92Y	681	
MEDEIROS, JOES S.	SSG	93P	796	3
LAMBERT, THERESA	SSG	93P	747	11
VIGIL, RANDOLPH	SSG	93P	743	12
WILEY, PHILLIP	SSG	93P	734	13
LAMBERT, MICHAEL	SSG	93P	732	14
OLIVER, MATTHEW D	SSG	93P	716	16
ROBINSON, RONALD	SSG	93P	685	
UNDERWOOD, JOHNNY	SSG	95B	671	